

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
BOARD MEETING
MINUTES NO. 21-5

A meeting of the Board of Trustees of the Contra Costa Mosquito and Vector Control District was held on Monday, July 12, 2021, via teleconference pursuant to Governor's Executive Orders N-25-20, N-29-20, and N-33-20 and the Contra Costa County Public Health Officer Order No. HO-COVID19-03, and guidance from the CDC to minimize the spread of the coronavirus.

TRUSTEES PRESENT

Peggie Howell, President
Peter Pay, Vice President
Daniel Pellegrini, Secretary
Richard Ainsley
Perry Carlston
Warren Clayton
Chris Cowen
Randall Diamond
Jon Elam
Jim Fitzsimmons
Jen Hogan
Michael Krieg
Kevin Marker
Thomas Minter
Shiva Mishek
James Murray
Jim Pinckney
Darryl Young

TRUSTEES ABSENT

Duy Nguyen
Lola Odunlami

VACANCIES

Moraga, San Pablo

OTHERS PRESENT

Paula Macedo, General Manager
Maria Bagley, Administrative Services Manager
Steve Schutz, Scientific Program Manager
David Wexler, Operations Supervisor
Jeremy Shannon, Operations Supervisor
Nola Woods, Public Affairs Director
Areej Al Bahrani, Administrative Analyst I
Doug Coty, Bold Polisner Maddow Nelson & Judson, Legal Counsel
Ed Espinoza, Francisco & Associates, Inc.
Justin Wallin, Opinion Research
Michael Jarvis, Liebert Cassidy Whitmore
Jonathan Nunez, SEIU 1021
Yen Dou, SEIU 1021

CALL TO ORDER

President Howell called the meeting to order at 7:02 p.m.

Roll Call: A roll call indicated that 18 Trustees were present, two were absent, and there are two vacancies.

Pledge of Allegiance

1. APPROVAL OF THE AGENDA AS POSTED

There were no changes to the agenda and the agenda was adopted by rule.

2. PUBLIC INPUT ON NON-AGENDA ITEMS – Yen Do, SEIU 1021 Field Representative, asked to speak. She introduced herself to the Board and spoke to the dedication of the field employees that she represents and the good work they do. Manager Macedo stated that she had received two other submissions by email and asked Administrative Services Manager Bagley to read them. The first submission was from Joe Summers, from Contra Costa Labor Council, who submitted a letter. The second one was submitted by Jonathan Nunez-Babb, SEIU 1021 Field Supervisor, who submitted a letter on behalf of District employees Joe Cleope and Heidi Budge. The letters were read aloud and were attached to these minutes.

3. PRESENTATION

Trustee Jon Elam was recently appointed by the City of Brentwood. Trustee Elam introduced himself to the Board and gave a brief overview of his background and interest in serving on the Board. Trustee Elam has been very involved within the Brentwood community, including serving as trustee on this Board before, from 2000 to 2006.

4. CONSENT CALENDAR

- A. MINUTES – Approval of Minutes of the May 10, 2021 Board of Trustees Meeting
- B. Approval of expenditures of April 1, 2021 through May 31, 2021, including:
Accounts payable April 15th checks No. 029164 through No. 029175
Payroll April 30th checks No. 029176 through No. 029180
Accounts payable April 30th checks No. 029181 through No. 029200
Accounts payable May 14th checks No. 029201 through No. 029219
Payroll May 28th checks No. 029220 through No. 029222
Accounts payable May 28th checks No. 029223 through No. 029241
Accounts payable Total: \$247,515.12 Payroll Total: \$733.80
- C. Direct Deposit (ACH) Expenditures for payroll & accounts payable April 1, 2021 through May 31, 2021– Approval of payroll expenditures of April 1, 2021 through May 31, 2021, including:
Payroll April 15th No. D17374 through No. D17405
Payroll April 30th No. D17406 through No. D17446
Payroll May 14th No. D17447 through No. D17479
Payroll May 28th No. D17480 through No. D17522
Accounts payable April 15th No. E02527 through No. E02531

Accounts payable April 30th No. E02532 through No. E02538
Accounts payable May 14th No. E02539 through No. E02543
Accounts payable March 28th No. E02544 through No. E02551
Accounts payable Total: \$138,941.07 Payroll Total: \$349,278.61

- D. Transaction Activity Report for April and May 2021
- E. Financial Report

****** Motion was made by Trustee Pellegrini and seconded by Trustee Carlston to approve the consent calendar. *Motion passed unanimously.*

Public comments submitted for item 5 were read during public comment period – item 2. No additional comments were submitted.

CLOSED SESSION – 7:27 pm

5. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6(a) TO REVIEW THE DISTRICT'S POSITION ON SALARY AND BENEFITS FOR REPRESENTED EMPLOYEES

Agency Negotiators: Paula Macedo, General Manager, Michael Jarvis, LCW, and Randall Diamond, Chair of the Personnel Committee

Titles: All represented employees (SEIU Local 1021)

RETURN TO OPEN SESSION – 7:57 pm

REPORT FROM CLOSED SESSION – No reportable action

Trustee Diamond left the meeting at 7:57 pm

6. INFORMATIONAL ITEMS

A. Community Opinion Survey – Report on Results - Justin Wallin, from J. Wallin Opinion Research, presented the results of the countywide survey conducted on behalf of the District and addressed Board questions.

B. Board discussion of location for future Board of Trustees meetings – General Manager Macedo spoke to the recent changes in restrictions for the workplace by CalOSHA. She stated that the Board room will be open again by the end of July for future meetings. General Counsel Doug Coty added that the Governor's order allowing remote meetings would also expire at the end of September, unless additional information comes before then. A brief discussion followed regarding the September Board meeting, which could be in-person, and the possibility of a hybrid meeting.

Trustee Cowen left the meeting at 8:18 pm

7. ACTION ITEMS

A.* Receive presentation and consider approval of Mosquito & Vector Surveillance and Control Engineers Report on the District-wide Special Benefit Assessment - Ed Espinosa, Francisco & Associates, gave an overview of the District Engineers Report for Fiscal Year 2021-2022 and explained that the assessment was established by Board Resolution 96-5 to collect revenue for the purposes of mosquito and vector control and covers four benefits zones without Contra Costa County – waterfront area, central county, west county and east county. There are several types of parcels in Contra Costa County and each parcel is assigned an assessment unit in relation to the estimated benefit the parcel receives for mosquito and vector control services. The assessment roll will be submitted to the County in August and the District will collect the assessments, usually in December and April.

** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the action items. *Motion passed unanimously.*

B.* Consider approval of Board resolution 21-2 to continue the Mosquito & Vector Surveillance and Control project for the benefit of four zones and to continue the financing of the project by continued assessment upon property within the District.

** Motion was made by Trustee Pellegrini and seconded by Trustee Pinckney to approve the action items. *Motion passed unanimously.*

8. BOARD AND STAFF REPORTS

A. BOARD – None.

B. GENERAL MANAGER – General Manager Macedo mentioned that, if the September Board meeting is in-person, that would be a good time to have the Board pictures taken. General Manager Macedo introduced the new Program Supervisor, Jeremy Shannon.

C. STAFF – Reports have been submitted and provided in the packet. Scientific Programs Manager Steve Schutz added an update to his submitted report, regarding the first 2 human cases of West Nile virus in California this year, one from San Luis Obispo County and one from Kern County. Schutz addressed questions from the Board.

Trustee Pay asked Public Affairs Director Woods about the next steps after the public opinions survey. Woods stated that we are working on analyzing those currently, and we working to improve our social media reach.

D. LEGAL – None.

Board President Howell called for a break at 8:55 pm. Meeting resumed at 9:02 pm.

Trustees Mishek and Marker left the meeting during the break.

9. BOARD COMMITTEE REPORTS

A. Advance Planning Committee Report – The Advanced Planning Committee met on June 7, 2021 and discussed goals. Trustee Murray reported that work is progressing and that the committee will meet again in the coming months.

B. Personnel Committee Report – The Personnel Committee Special meeting held on June 28, 2021 and was chaired by Board President Howell due to the absence of Personnel Committee Chair Diamond.

*i. ** Consider approval of proposed pay differential for Administrative Analyst I - with the extended absence of the Administrative Analyst II, the Administrative Analyst I has taken on additional responsibilities to cover for that absence. The committee recommended a 5% differential to the salary of the Administrative Analyst I for the duration of the Administrative Analyst II absence.

****** Motion was made by Trustee Clayton and seconded by Trustee Carlson to approve of proposed pay differential for Administrative Analyst I. *Motion passed unanimously.*

*ii. ** Consider approval of updated job description for Administrative Services Manager - the committee recommended the removal of certain tasks from the Administrative Services Manager job description, as these tasks will be performed by the newly created Human Resources position. The committee recommended approval of the updated job description for the Administrative Services Manager, effective upon the hire of the Human Resources and Risk Manager.

****** Motion was made by Trustee Carlson and seconded by Trustee Ainsley to approve of updated job description for Administrative Services Manager effective upon the hire of the Human Resources and Risk Manager. *Motion passed unanimously.*

*iii. ** Consider approval of changes in title, job description and salary range for previously approved position of Human Resources and Risk Management Director – the committee recommended the approval of changes to the position of Human Resources and Risk Management Director to conform with industry standards and clarify the duties and reporting responsibilities of the position.

****** Motion was made by Trustee Clayton Warren and seconded by Trustee Carlson to approval of changes in title, job description and salary range for previously approved position of Human Resources and Risk Management Director. *Motion passed unanimously.*

iv.* Consider approval of using a recruiting agency to aid on the hiring process for the Human Resources and Risk Manager not to exceed \$50,000.

****** Motion was made by Trustee Pellegrini and seconded by Trustee Carlston to approve using a recruiting agency to aid on the hiring process for the Human Resources and Risk Manager not to exceed \$50,000. *Motion passed unanimously.*

v.* Consider approval of side letter to the 2018-2021 MOU between the District and the represented employees (SEIU 1021) establishing 5% increase between steps.

****** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve side letter to the 2018-2021 MOU between the District and the represented employees (SEIU 1021) establishing 5% increase between steps. *Motion passed unanimously.*

C. Budget Committee Report – Committee Chair Pay updated the Board on the Budget Committee meeting held on June 14 2021, when FY 2020/2021 projected ending budget, proposed FY 2021/2022 budget, and long-range forecast were reviewed, as well as Investment policy. Chair Pay and Administrative Services Manager Bagley discussed the building project and the committee recommended initial approval so that the process can get started. General Manager Macedo and Administrative Services Manager Bagley will report back to the board with updated scope and funding. Board questions and discussion followed on the types of improvements needed. In addition, the committee discussed the revisions to the Investment Policy and recommended the policy for approval by the Board.

i.* Consider approval of Proposed Budget for FY22021/2022

****** Motion was made by Trustee Pellegrini and seconded by Trustee Pay to approve the proposed Budget for FY 2021/2022. *Motion passed unanimously.*

ii.* Consider approval of revised Investment policy

****** Motion was made by Trustee Pellegrini and seconded by Trustee Pinckney to approve of revised Investment Policy. *Motion passed unanimously.*

D. Executive Committee Report – The scheduled June 21 meeting for the Executive Committee was cancelled. Committee Chair and Board President Howell provided an update from the meeting held on July 7, 2021 when the committee met in closed session.

CLOSED SESSION – 9:32 pm

10. PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54957

Title: General Manager

11. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiator: Peggie Howell, Board President
Unrepresented Employee Group: General Manager

RETURN TO OPEN SESSION – 9:56 pm

REPORT FROM CLOSED SESSION – No reportable action.

12.* BOARD CONSIDERATION OF APPROVAL OF AMENDMENT OF CONTRACT WITH GENERAL MANAGER, DR. PAULA MACEDO

Title: General Manager

President Howell stated that the Board is very pleased with General Manager's performance. Action on this item will be postponed and placed on the agenda for further discussion at the September Board meeting.

13. ADJOURNMENT – 9:57 p.m.

I certify the above minutes were approved as read or corrected at the special meeting of the Board held on September 13, 2021.

Ayes: 18

Noes: 0

Abstain: 0

Absent: 1



Daniel Pellegrini
2021 Secretary, Board of Trustees



Paula Macedo <pmacedo@contracostamosquito.com>

Public Comment Agenda Item 5

Joe Summers <joe@cclabor.net>
To: pmacedo@contracostamosquito.com

Mon, Jul 12, 2021 at 8:00 AM

Hello,

Please find attached a letter from the Contra Costa Labor Council for Public Comment for the July 12th Board Meeting Agenda Item #5: CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6(a) TO REVIEW THE DISTRICT'S POSITION ON SALARY AND BENEFITS FOR REPRESENTED EMPLOYEES.

Thank You,
Joe

--

Joe Summers (He/Him)
Campaign & Political Director
Contra Costa Labor Council, AFL-CIO
joe@cclabor.net | (707)398-1772
P.O. Box 389
Martinez, CA 94553

 **Letter to Vector Control 7.1.pdf**
201K

Central Labor Council Contra Costa County AFL-CIO

Executive Officers

Steve Older, *IAM D.L. 190*
President

Tim Jefferies, *IBB 549*
Vice-President

Dan Jameyson, *SEIU 1021*
Secretary-Treasurer

Amy Scott-Slovick, *CNA*
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Executive Board

Rebecca Band, *IBEW 1245*

Kim Carter Martinez, *AFSCME C57*

Romandha Celestin, *IFPTE 21*

Brian Fealy, *IAM 1173*

Gabriel Haaland, *SEIU 1021*

Stacie Hinton, *AFSCME 2700*

Doug Jones, *SEIU-UHW*

Tom Lawson, *UA 159*

Chuck Leonard, *UA 342*

Glenn Loveall, *IW 378*

Bambi Marien, *UFCW 5*

Michael Nye, *CARA*

Tracy Scott, *USW 5*

Rachel Shoemake, *IBEW 302*

Vince Sugrue, *SMW 104*

Vincent Wells, *IAFF 1230*

Council Staff

Josh Anijar
Executive Director

Joe Summers
Political & Campaign Director

Traci Young
Community Services Director

June 30, 2021

Contra Costa Mosquito & Vector Control District
155 Mason Circle
Concord, CA 94520

Dear President Howell and Board of Trustees:

As the Executive Director of the Contra Costa Labor Council, advocating for more than 85,000 union members who live and work in Contra Costa County, I write today to urge this body and its representatives to stop seeking needless, unfair, and cruel concessions from the essential frontline workers of the Mosquito and Vector Control District.


These workers serve the public and fight to keep our community safe by controlling the insects and animals that transmit disease. They have worked diligently through the pandemic, without the luxury of being able to contribute remotely. These workers deserve our gratitude and respect.

However, as they bargain their next contract, they are being asked to give up what they have previously negotiated, with increased healthcare contributions and a union-busting two-tiered system for retiree health benefits, which is an outright attack on the solidarity and unity unions stand for. Compounding these concessionary demands is the threat of simply imposing contract terms, instead of bargaining in good faith with these vital workers who have put their own health on the line throughout this pandemic.

The District's financial situation is sound and healthy. The Assessor's report showed that they expect property taxes to increase nearly 5% next year, and the District has had surpluses for three consecutive years. Even the pre-funding of Other Post-Employment Benefits (OPEB), including retiree medical, is well-funded, at more than 75%, where many comparable agencies fund at 10% or so. In such a financial climate, it is unreasonable and unacceptable to demand concessions from working people.

We find the prospect of concessions and the threat of imposition disappointing steps in what could and should be a free and fair process. These workers have the full support of the Contra Costa Labor Council and SEIU Local 1021. "An injury to one of us, is an injury to all of us."

Sincerely,



Joshua Anijar
Executive Director



Paula Macedo <pmacedo@contracostamosquito.com>

Public Comment

Jonathan Nunez-Babb <jonathan.nunez-babb@seiu1021.org>

Mon, Jul 12, 2021 at 6:48 PM

To: "pmacedo@contracostamosquito.com" <pmacedo@contracostamosquito.com>

Cc: Joe Cleope <j_cleope@yahoo.com>, Heidi Budge <hbudge99@gmail.com>

Hi Paula,

On behalf of Joe Cleope and Heidi Budge, please see the attached letter from the SEIU Bargaining Team which serves as public comment for item 5 of the July 12 BOARD OF TRUSTEES AGENDA: CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6(a) TO REVIEW THE DISTRICT'S POSITION ON SALARY AND BENEFITS FOR REPRESENTED EMPLOYEES.

Jonathan Nuñez-Babb

East Bay Field Supervisor

SEIU Local 1021

Office: (510) 350-4228

Cell: (510) 325-5206

Pronouns: he, him, his



Contra Costa Mosquito and Vector Control District Board of Trustees 20210711.pdf

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LOCAL 1021



SEIU

Stronger Together

myself. My goal continues to be to provide the best integrated pest management practices to uphold our vector control programs, our mission statement, and protect the general public from vector-borne disease. It has been gratifying serving those in Contra Costa County and being a representative of this district throughout my years of employment. I have thoroughly enjoyed the relations that I've built, along with a solid foundation of trust when called upon. Every day, I look forward to doing that work and providing that example.

Heidi Budge's statement:

I started with the district in 2008 as a seasonal aide, and then in 2018 I was hired as a vector control technician. I love my job and I put my heart and soul into it. I look forward to coming to work in the morning and one of my goals every day is to provide the best customer service to the residents of Contra Costa County. I am committed to keeping people healthy and preventing nasty viruses from making them sick, or preventing them from enjoying the community they live, work, and play in because of the mosquitoes, yellowjackets, or rodents causing havoc. I understand that I have a huge responsibility to uphold and it can't be done alone. I'm proud to serve the community alongside my coworkers, who are also dedicated public health servants. Together, we work as a team—all of us do—from the vector control technicians and inspectors to the office staff and the lab, along with our supervisors, and our general manager, who is outstanding in her role, and provides us with ample opportunities to learn and grow, which enables all of us to be better at our jobs. We are lucky to have such great talent at our district. All of us work together for the betterment of our community we serve and protect. None of us could ask for better folks to work with.

In the weeks to come, we hope to continue bargaining over the last two remaining matters: salary and health care. We hope to negotiate a contract the entire District can be proud of, one that will allow us and our hard-working co-workers to continue serving our community. As long-standing contributors to the health and safety of our community, we prize a close and equitable relationship with this Board, and look forward to finding mutually satisfactory ways for us to come to an agreement that honors our contributions without asking for further sacrifices or diminishing the dignity and quality of our members' hard-earned retirement from a career of public service.

Sincerely,

Joe Cleope

Joe Cleope

Heidi Budge

Heidi Budge

for the SEIU Local 1021 Chapter of the Contra Mosquito and Vector Control District